Terms and Definitions - Anti-Racism Policy

Anti-racism: the practice of identifying, challenging, and changing the values, structures and behaviors that perpetuate systemic racism.

> **Interpersonal Racism:** *occurs between individuals;* This is the bias that occurs when individuals interact with others and their personal racial beliefs affect their public interactions.
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> **Institutional Racism:** *occurs within institutions and organizations,* such as schools, that adopt and maintain policies, practices, and procedures that often unintentionally produce inequitable outcomes for people of color and advantages for white people.
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> **Systemic or Structural Racism:** *is racial bias among institutions and across society*; The way in which public policies, institutional practices, cultural representations, and other norms work in various ways to reinforce and perpetuate racial group inequity. It is not something we as individual members of society actively choose to practice, instead it is a feature of the social, economic, and political systems in which we all exist. It refers to the history, culture, ideology, and interactions of institutions and policies that perpetuate a system of inequity that is detrimental to communities of color.
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> **Internalized/Individual Racism:** *lies within individuals*; pre-judgment, bias, or discrimination by an individual based on race. Individual racism includes both privately held beliefs, conscious and unconscious, and external behaviors and actions towards others.

Ethnicity: the social characteristics that people may have in common, such as language, religion, regional background, culture, foods, etc. Ethnicity is revealed by the traditions one follows, a person's native language, and so on.

White Privilege: a web of institutional and cultural treatment and exemption from racial and national oppression that results in preferential treatment for white people.

White Supremacy: the political, economic, and cultural systems in which white individuals overwhelmingly control power over material resources—a form of dominance and control, and not just the overt hate of one group towards another.

DEI Definitions:

> **Diversity:** the practice or quality of including or involving people from a range of different social, ethnic, and cultural backgrounds. This includes people of different genders, sexual orientations, etc
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> **Equity:** *identifying and eliminating inequity;* identifying and eliminating racism, sexism, heterosexism, transphobia, ableism, and other forms of bias and discrimination. Equity is a commitment to action: the process of redistributing access and opportunity to be fair and just, as well as a way of being: the state of being free of bias, discrimination, and identity-predictable outcomes and experiences. ***Equity vs. Equality***
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> **Inclusion:** the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those who have physical or intellectual disabilities and members of other minority groups.

Inequity: An unfair distribution of material and non-material access and opportunity resulting in outcome and experience disparities that are predictable by race, socioeconomic status, gender identity, home language, or other dimensions of identity.

Implicit Bias: also known as implicit prejudice or implicit attitude, is a negative attitude, of which one is not consciously aware, against a specific social group. Implicit bias unconsciously affects our perceptions, actions, and decisions. These unconscious biases often affect behavior that leads to unequal treatment of people based on race, ethnicity, gender identity, sexual orientation, age, disability, health status, and other characteristics.

Restorative Justice: in schools, it represents a transformative approach to discipline that focuses on repairing harm and rebuilding relationships rather than punishing students for misbehavior. This practice is based on principles of empathy, respect, and accountability, encouraging students to understand the impact of their actions, take responsibility, and actively participate in the healing process. The goal of restorative justice is to “build community and repair relationships while supporting reflection, communication, and problem-solving skills for staff and students,” which can lead to more effective learning and teaching. It emphasizes dialogue and mutual agreement, involving all parties affected by a conflict—including victims, offenders, and the wider school community—to address issues collaboratively.

Racial Disparity: refers to the imbalances and incongruities between the treatment of racial groups, including economic status, income, housing options, societal treatment, safety, and myriad other aspects of life and society.

BIPOC: *standing for: Black, Indigenous and People of Color;* It acknowledges that people of color face varying types of discrimination and prejudice. Additionally, it emphasizes that systemic racism continues to oppress, invalidate, and deeply affect the lives of Black and Indigenous people in ways other people of color may not necessarily experience. Lastly and significantly, Black and Indigenous individuals and communities still bear the impact of slavery and genocide.

People of the Global Majority: (PoGM) refers to people and groups who can't access white privilege. This is most clear in the term "non-white" which emphasizes that the people being referred to are not white, and that white people are the default in our language. Using People of the Global Majority challenges the racist underpinning of our language that the word "people" defaults to "white people"—and reminds us that people with Black and Brown skin are the global majority, and white people are the minority.